

Thomas E. Sawyer, PhD (Tom)
Biography

As the owner and principal of Health Directions Consulting, LLC, Dr. Sawyer currently provides client-focused human resource and benefit solutions to labor trusts, self-funded employers, state Medicaid agencies, and healthcare services delivery organizations. He has been well prepared for this role by more than thirty-five years experience in the healthcare field as a clinical provider, President and CEO of the first publicly traded population health management organization (HASI:NASD), and as a senior human resource consultant with a national clientele. His primary focus is on benefit planning, including plan design, prescription drug benefit issues, population health management, member engagement and care coordination, mental health parity implementation and the health and productivity of the workforce. Recent assignments have included the design of a care coordination system, integration of medical and behavioral services to support chronic illness, transformation of a prescription drug benefit program for a large public sector employer, resulting in more than \$15M in savings, redesign of eligibility requirements for a state-sponsored prescription discount program for the indigent, elderly and disabled, development and build-out of a return-on-investment calculator for estimating the cost and potential savings for employee assistance/work/life interventions related to ten key workforce issues faced by HR professionals, and the development of a model for a mobile phone based health management system. In his role as a consultant, Dr. Sawyer has designed and implemented assignments on virtually every health and welfare issue facing the HR and benefits stakeholder.

During his clinical career, he held staff privileges at several “centers of excellence” hospitals in stress medicine before leaving to lead one of the first population health management companies in the nation. Following this experience, Dr. Sawyer held a key position in the Compensation and Benefits Division for the City of Phoenix before serving as a senior HR consultant with William M. Mercer, Inc. From 2001-2003 he served as President of the SouthWest Health Alliance, the Arizona affiliate of the National Business Coalition on Health. He is a frequent presenter on health benefit topics at national and regional meetings for the International Federation of Employee Benefit Plans, the Governor’s Conference on Health Benefits for Small Employers,

He has been an invited lecturer at Arizona State University on health benefits planning and was an invited presenter to the White House Commission on benefits planning for alternative and complementary medicine. Dr. Sawyer has been a member of the Advisory Board of the Institute for Health and Productivity Management. He also served as a member of the Health Leaders Forum from 2001-2003.

Dr. Sawyer completed his undergraduate training at Texas Tech University and has graduate degrees from the University of Arizona and a doctorate in behavioral medicine from Arizona State University. He has published professional papers focusing on the cognitive behavioral treatment of stress-related illness, health and disease management, complementary medical benefits, and health services delivery. .